

# **Affirmative Action:**

**An Annual Review of Affirmative Action  
in the State of Iowa Executive Branch**

**September 30, 2014**



## **Affirmative Action**

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**September 30, 2014**

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September 30, 2014

**MEMORANDUM**

**TO:** The Honorable Terry E. Branstad, Governor

The Honorable Kim Reynolds, Lt. Governor

Carmine Boal, Chief Clerk of the House

Michael Marshall, Secretary of the Senate

**FR:** Janet E. Phipps, Director, Department of Administrative Services

**RE:** FY 2014 Affirmative Action Report and FY 2015 Plan

In accordance with Iowa Code section 19B.5, I am pleased to submit the FY 2014 Affirmative Action Report and FY 2015 Plan. In this report, you will find a summary of the condition of affirmative action in the executive branch, including progress made in FY 2014 and plans for FY 2015.

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# Annual Affirmative Action Report and Plan

## Section I. Affirmative Action Program Administration

This section provides a brief summary of affirmative action concepts and requirements, as set forth in Iowa Code Chapter 19B.

### Affirmative Action Program Overview

*Affirmative action* means action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity for protected classes. Protected classes include: females, minorities, and persons with disabilities. Each agency is required to submit a report to the Department of Administrative Services (DAS) by July 31 of each year, reporting accomplishments from the previous year and plans for the next year. Each agency's plan must contain goals and time specifications. DAS reviews agency reports and submits an annual report regarding the condition of affirmative action, diversity, and multicultural programs in the executive branch by September 30 of each year.

### Executive Branch Statewide Workforce Composition by Female, Minority, and Persons with Disabilities

The groupings used to categorize the workforce into state and local government EEO-4 job categories are based on recommendations from the Equal Employment Opportunity Commission (EEOC). These categories were revised with the release of the 2000 Census and are as follows:

- 01 Official/Administrator
- 02 Professional
- 03 Technician
- 04 Protective Service: Sworn
- 05 Protective Service: Not-Sworn
- 06 Administrative Support
- 07 Skilled Craft
- 08 Service/Maintenance

Each state job title is assigned to an Occupational Code that links to the census counts for that occupational area by race, sex, and geographic area. The Occupational Codes are in turn assigned by the EEOC to the broader EEO-4 Categories that are identified in our reports. (Note that EEO Category 5 is no longer in use.)

These EEO-4 job categories are also used in Appendix A for the charts labeled, *Executive Branch Statewide Workforce Composition Five-Year Trends by Female, Minority, and Persons with Disabilities*.

## **Section II. FY 2014 Progress and Results**

For the FY 2014 reporting period, the State assessed the affirmative action methodologies and worked to establish an improved labor force availability. Progress was also made in recruitment, training, and self-credentialing.

### **Affirmative Action Methodologies**

DAS continues to assess the methodologies used for the affirmative action program. In FY 2013, DAS completed the initial process of establishing the populations of the communities in which the agencies function and operate. In FY 2014, county of residence data was added as a mandatory field for job applicants to enable DAS to better understand the location of the available labor pool going forward. For applicants already in the applicant tracking system, existing applicant address data was used to identify and populate a new county field. This new county data will enable a better understanding of where recruitment should be focused and permit a closer match between available labor pool and the current workforce. The data conversion was completed within the applicant tracking system.

In FY 2014, DAS worked to determine the available labor force using the county data and the new census data. DAS will provide available labor force data to agencies, permitting the agencies to use the data to establish goals.

### **State Recruitment Coordinating Committee**

The State Recruitment Coordinating Committee, as required by Iowa Code section 19B.3(1)f, functions to address affirmative action recruitment needs. Members are appointed by the Director of the Department of Administrative Services.

In FY 2014, the following agencies were represented on the committee:

- Iowa Department of Commerce – Alcoholic Beverages Division
- Iowa Department of Corrections
- Iowa Department of Economic Development Authority
- Iowa Department of Education
- Iowa Department of Human Rights
- Iowa Department of Human Services
- Iowa Department of Natural Resources
- Iowa Department of Public Health
- Iowa Department of Public Safety
- Iowa Department of Revenue
- Iowa Department of Transportation
- Iowa Workforce Development

The focus of the committee in FY 2014 was to identify an executive branch employment brand that could be utilized by all agency employers, unifying statewide recruitment efforts. The committee plans to implement this brand in FY 2015.

Other areas of interest identified by the committee include:

- Improving communications both internally and externally
- Expanding the use of technology
- Increasing employee involvement
- Creating programs to recruit persons with disabilities
- Increasing community partnerships

## Recruitment Activity

In FY 2014, DAS coordinated the State's presence or participation at the following key community and cultural events:

Event	Date
Latino Heritage Festival	September 8, 2013
I'll Make Me A World In Iowa	February 14 & 15, 2014
2014 CelebrAsian	May 31, 2014
Iowa Juneteenth Observance	June 21, 2014

The statewide DAS Recruitment Coordinator was engaged in 34 recruitment events with organizations such as the Greater Des Moines Partnership, American Institute of Business, and Iowa Workforce Development to promote job vacancies on behalf of, and in partnership with, executive branch agencies. (A complete list of events can be found in Appendix B.) The State continues to have a presence at many recruitment, community, and multicultural events.

## Performance & Development Solutions (PDS) Training

The DAS Performance and Development Solutions unit offers affirmative action and diversity-related training classes, and 547 state employees attended these classes in FY 2014. As of the writing of this report, 282 state employees had registered for affirmative action and diversity-related classes for FY 2015. (Please see Appendix C for a complete listing of attendance by executive branch employees in affirmative action and diversity-related classes in FY 2014.) PDS staff works to make agencies aware of the opportunities available by sending training calendars to department contacts on a monthly basis. In addition, detailed information about all of the classes is available on the PDS website.

## Self-Credentialing

DAS has begun the development of a self-credentialing process in an effort to further standardize and document the hiring practices for merit-covered positions within the executive branch departments. The self-credentialing process is currently being piloted as a joint effort between DAS and the Department of Transportation (DOT), using the Highway Technician Associate job classification.

The object of self-credentialing is to establish a pre-vacancy automated screening process, using the applicant tracking system, to enable job applicants to self-screen. A self-screen is accomplished by having applicants complete job-related questionnaires designed to identify those who best qualify for specific positions, in addition to the minimum qualifications of the job class. The self-credentialing process offers greater transparency, consistency, and compliance with best hiring practices.

In FY 2014, 18 positions (all Highway Technician Associates within the DOT) were filled using the self-credentialing system. The results of the pilot project will continue to be reviewed, with a plan to further develop and expand this pilot program to other agencies and job classifications.

## Overall Results: Workforce Composition Changes from End of FY 2013 to End of FY 2014

Workforce composition measures the change in the number of females, minorities, and persons with disabilities in relation to the total workforce. This information is helpful in tracking changes to the workforce. The chart below reflects the executive branch workforce as a whole. (Appendix D provides an expanded view of workforce composition measures to the EEO category level statewide and by each agency.)

**State of Iowa Workforce Composition**  
**End of FY 2013 to End of FY 2014 Comparison for Total Agency**

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8,845	9,016	-171	49.59%	49.60%
Female	8,991	9,160	-169	50.41%	50.40%
Non-Minority	16,351	16,673	-322	91.67%	91.73%
Minority	1,142	1,149	-7	6.40%	6.32%
Unknown (Minority) <sup>1</sup>	343	354	-11	1.92%	1.95%
Non-PWD	15,369	15,581	-212	86.17%	85.72%
PWD	638	712	-74	3.58%	3.92%
Unknown (PWD) <sup>2</sup>	1,829	1,883	-54	10.25%	10.36%
<b>TOTALS</b>	<b>17,836</b>	<b>18,176</b>	<b>-340</b>		

From the chart above, we note that:

- Female representation in the State's executive branch workforce changed from 50.40% at the end of FY 2013 to 50.41% at the end of FY 2014.
- Minority representation in the State's executive branch workforce changed from 6.32% at the end of FY 2013 to 6.40% at the end of FY 2014.
- Persons with disabilities representation in the State's executive branch workforce changed from 3.92% at the end of FY 2013 to 3.58% at the end of FY 2014.

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<sup>1</sup> Employees who did not answer the question regarding minority status were listed as "unknown" for reporting purposes.

<sup>2</sup> Employees who did not answer the question regarding disability status were listed as "unknown" for reporting purposes.



### Section III. FY 2015 Plan

For the FY 2014 reporting period, DAS provided a series of reports—including applicant flow, workforce composition, vacancy list, and voluntary and involuntary turnover data—to assist agencies in the development of their annual reports. Agencies submitted their FY 2014 affirmative action reports with FY 2015 goals, based on their analysis of the FY 2013 and FY 2014 data provided.

Agency reports were evaluated to determine the types of goals they established for FY 2015. Goal categories identified by agencies fell into six main categories: recruitment; training; hiring practices and internal procedures; review of position description questionnaires (PDQs); retention; and internship programs. With regard to recruitment, there were approximately 50 goals identified by the agencies. Examples of these goals included: a focus on recruitment through increased advertisements using social media; the continued use of the BrassRing applicant tracking system; agency participation at additional community events; development of an agency brochure to be distributed at various recruitment events; and consultation and planning with the State Recruitment Coordinator.

Agencies identified approximately 30 goals related to training. A majority of these goals included enrollment of employees in diversity, EEO, affirmative action, and supervisor training. Agencies also made goals to increase inter-office training opportunities for their employees.

Agencies identified approximately 25 goals related to improving hiring practices and internal procedures; including, development of agency standard operating procedures (SOP); the inclusion of a diverse hiring panel; review of application scoring methods; and additional training for supervisors and managers.

Finally, agencies identified approximately five goals in the area of retention and internship programs; including, retaining qualified employees; offering opportunities for internal promotions; and increasing agency interest in hiring interns. (Please see the chart below for the number of agencies submitting goals in these six categories.)

<b>Agency Goal by Category</b>	<b>Number of Agencies Submitting this Goal</b>
Recruitment	48
Training	31
Hiring Practices/Internal Procedures	24
Review Position Description Questionnaires	7
Retention	3
Internship Program	2

## Section IV. Appendices

### APPENDIX A:

#### EXECUTIVE BRANCH WORKFORCE COMPOSITION FIVE-YEAR TRENDS BY FEMALE, MINORITY, AND PERSONS WITH DISABILITIES

Appendix A contains a five-year workforce trend analysis. The following charts show the percentage of the executive branch workforce overall and by EEO-4 category over a five-year period for female, minority, and persons with disabilities.

#### Females

##### *Executive Branch – Total*

Class	EFY2010	EFY2011	EFY2012	EFY2013 <sup>3</sup>	EFY2014	Five Year Avg
Male	49.22%	49.47%	49.47%	49.60%	49.59%	49.47%
Female	50.78%	50.53%	50.53%	50.40%	50.41%	50.53%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

##### *EEO Category 1 -Officials/Administrators*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Male	52.24%	52.64%	52.38%	52.32%	50.92%	52.10%
Female	47.76%	47.36%	47.62%	47.68%	49.08%	47.90%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

##### *EEO Category 2 – Professional*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Male	39.62%	39.86%	39.69%	39.31%	42.43%	40.18%
Female	60.38%	60.14%	60.31%	60.69%	57.57%	59.82%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

<sup>3</sup> In the FY 2013-14 Diversity and Affirmative Action Report, the percentage of males in the Executive Branch was transposed with the percentage of females. The error has been corrected in this report.

*EEO Category 3 - Technical*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Male	39.43%	40.32%	40.51%	40.43%	59.30%	44.00%
Female	60.57%	59.68%	59.49%	59.57%	40.70%	56.00%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 4 - Protective Service*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Male	84.55%	85.07%	84.88%	85.40%	85.98%	85.18%
Female	15.45%	14.93%	15.12%	14.60%	14.02%	14.82%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 6 - Administrative Support*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Male	9.53%	9.73%	9.11%	9.25%	11.84%	9.89%
Female	90.47%	90.27%	90.89%	90.75%	88.16%	90.11%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 7 - Skilled Craft*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Male	97.07%	97.28%	97.31%	97.57%	97.29%	97.30%
Female	2.93%	2.72%	2.69%	2.43%	2.71%	2.70%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 8 - Service/Maintenance*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Male	36.31%	37.52%	38.05%	38.30%	40.08%	38.05%
Female	63.69%	62.48%	61.95%	61.70%	59.92%	61.95%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Minorities**

*Executive Branch – Total*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Non-Minority	91.99%	91.85%	91.90%	91.73%	91.68%	91.83%
Minority	6.14%	6.25%	6.20%	6.32%	6.40%	6.26%
Unknown	1.87%	1.91%	1.89%	1.95%	1.92%	1.91%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 1 - Officials/Administrators*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Non-Minority	93.27%	92.85%	93.22%	93.18%	92.06%	92.92%
Minority	4.74%	4.79%	4.55%	4.50%	5.58%	4.83%
Unknown	1.99%	2.36%	2.24%	2.32%	2.36%	2.25%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 2 – Professional*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Non-Minority	90.69%	90.74%	90.68%	90.51%	90.86%	90.70%
Minority	7.36%	7.33%	7.20%	7.30%	7.21%	7.28%
Unknown	1.95%	1.93%	2.12%	2.19%	1.93%	2.02%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 3 - Technical*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Non-Minority	92.36%	91.99%	92.11%	91.98%	93.12%	92.31%
Minority	6.02%	6.24%	6.34%	6.38%	5.07%	6.01%
Unknown	1.62%	1.77%	1.55%	1.64%	1.81%	1.68%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 4 - Protective Service*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Non-Minority	94.34%	94.24%	94.13%	94.15%	93.39%	94.05%
Minority	5.17%	5.28%	5.37%	5.35%	5.89%	5.41%
Unknown	0.49%	0.49%	0.50%	0.51%	0.72%	.54%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 6 - Administrative Support*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Ave
Non-Minority	91.30%	90.92%	90.77%	90.33%	90.26%	90.72%
Minority	7.47%	7.87%	7.92%	8.23%	8.22%	7.94%
Unknown	1.23%	1.20%	1.31%	1.43%	1.52%	1.34%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 7 - Skilled Craft*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Non-Minority	95.96%	96.22%	96.30%	96.10%	95.91%	96.10%
Minority	3.19%	2.97%	3.07%	3.13%	3.21%	3.11%
Unknown	0.85%	0.80%	0.63%	0.77%	.88%	.79%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*EEO Category 8 - Service/Maintenance*

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
Non-Minority	88.70%	88.75%	89.29%	88.83%	89.40%	89.00%
Minority	5.73%	6.03%	5.96%	6.49%	6.21%	6.08%
Unknown	5.56%	5.22%	4.75%	4.68%	4.39%	4.92%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Persons with Disabilities**

Class	EFY2010	EFY2011	EFY2012	EFY2013	EFY2014	Five Year Avg
With Disabilities	4.42%	4.27%	4.13%	3.92%	3.58%	4.06%
Without Disabilities	84.92%	85.31%	85.55%	85.72%	86.17%	85.54%
Unknown	10.66%	10.43%	10.32%	10.36%	10.25%	10.40%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

## APPENDIX B:

### FY 2014 DAS RECRUITMENT AND MULTICULTURAL EVENT PARTICIPATION

DAS coordinated the State's presence or participation at the following community and cultural events:

Date	Event/Activity	Focus
July 9, 2013	ICIW AA Committee	Diversity Recruitment
July 10, 2013	IWD mini Job Fair	General Recruitment
July 25, 2013	ICIW Diversity Meeting	Diversity Recruitment
July 31, 2013	NAACP Career Fair	Diversity Recruitment
September 7, 2013	Latino Heritage Festival	Diversity Recruitment
September 8, 2013	Latino Heritage Festival	Diversity Recruitment
September 10, 2013	IWD mini Job Fair	General Recruitment
September 11, 2013	Kaplan Career Fair	General Recruitment
September 25, 2013	People to People Career Fair	General Recruitment
September 26, 2013	U of I Career Fair	General Recruitment
October 15, 2013	ICIW Life Skills Presentation	Educational/Process Awareness
October 22, 2013	Wells Fargo Diversity Conference	Diversity Awareness
November 11, 2013	Hiring Our Heroes	Diversity/General Recruitment
January 3, 2014	Latino Leadership Initiative	Educational/Process Awareness
January 9, 2014	2014 Career Expo	General Recruitment
February 5, 2014	IWD mini Job Fair	General Recruitment
February 10, 2014	People to People Career Fair	General Recruitment
February 12, 2014	ISU Spring Career Fair	General Recruitment
February 14, 2014	IMMAWII	Diversity Recruitment
February 15, 2014	IMMAWII	Diversity Recruitment
February 26, 2014	U of I Career Fair	General Recruitment
February 27, 2014	UNI Career Fair	General Recruitment
March 11, 2014	IWD mini Job Fair	General Recruitment
March 11, 2014	BVU Career Fair	General Recruitment
March 19, 2014	DSM Human Rights Symposium	Educational/Diversity Awareness
March 21, 2014	ICIW Life Skills Presentation	Educational/Process Awareness
March 27, 2014	DMACC Newton Career Fair	General Recruitment
April 1, 2014	AIB Career Fair	General Recruitment
April 9, 2014	Kaplan University Career Fair	General Recruitment
April 13, 2014	2014 IWD & DMACC Career Fair	General Recruitment
May 2, 2014	Indian Hills Community College Student Presentation	Educational/Process Awareness
May 4, 2014	GDMP Multicultural Reception	Diversity Recruitment
May 13, 2014	IWD mini Job Fair	General Recruitment
May 31, 2014	2014 CelebrAsian Festival	Diversity Recruitment
June 18, 2014	Eliminating Barriers to Inclusion - Diversity Lunch-n-Learn	Diversity Awareness
June 21, 2014	2014 Iowa Juneteenth Observance	Diversity Recruitment

**APPENDIX C:**  
**FY 2014 DAS PERFORMANCE AND DEVELOPMENT SOLUTIONS (PDS)**  
**TRAINING PARTICIPATION REPORT**

Appendix C notes the number of executive branch employees who enrolled in affirmative action and diversity-related courses in FY 2014 through Performance and Development Solutions.

<b>Course Title</b>	<b>Total Participation for FY2014</b>
Americans with Disabilities Act	64
Americans with Disabilities Act/Equal Employment Opportunity/Affirmative Action/Prevention of Sexual Harassment (Combination Class)	98
Diversity for Employees	111
Diversity for Supervisors	25
Equal Employment Opportunity/Affirmative Action	46
From Interview to Hire	109
Managing Generational Differences at Work	33
Prevention of Sexual Harassment for Employees	21
Prevention of Sexual Harassment for Supervisors	40
<b>Total</b>	<b>547</b>



**APPENDIX D:**  
**FY 2013 - FY 2014 WORKFORCE COMPOSITION CHARTS**  
**STATEWIDE AND BY AGENCY**

Appendix D provides a view of the changes in workforce composition from the end of FY 2013 to the end of FY 2014 for the entire State of Iowa Executive Branch, as well as changes in workforce composition for each individual agency. The reports also reflect the changes in workforce composition by EEO-4 category for the entire state, as well as each individual agency. Each chart reflects counts and percentage representation for males, females, minorities, persons with disabilities, and for individuals who do not self-report (noted as “unknown”).

For purposes of confidentiality, disability figures are totaled only by each department as a whole. EEO category 5 (Protective Service: Not-Sworn) is not used and is deliberately absent from the charts. Finally, the data in Appendix D includes both merit- and non-merit employees.

## Statewide Workforce Composition of the Executive Branch

### Iowa Statewide Workforce Composition

#### End of FY 2013 to End of FY 2014 Comparison Rollup for Total State and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8,845	9,016	-171	49.59%	49.60%
Female	8,991	9,160	-169	50.41%	50.40%
Non-Minority	16,351	16,673	-322	91.67%	91.73%
Minority	1,142	1,149	-7	6.40%	6.32%
Unknown (Minority)	343	354	-11	1.92%	1.95%
Non-PWD	15,369	15,581	-212	86.17%	85.72%
PWD	638	712	-74	3.58%	3.92%
Unknown (PWD)	1,829	1,883	-54	10.25%	10.36%
<b>TOTALS</b>	<b>17,836</b>	<b>18,176</b>	<b>-340</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1,359	744	615	50.92%	52.32%
Female	1,310	678	632	49.08%	47.68%
Non-Minority	2,457	1,325	1,132	92.06%	93.18%
Minority	149	64	85	5.58%	4.50%
Unknown	63	33	30	2.36%	2.32%
<b>TOTALS</b>	<b>2,669</b>	<b>1,422</b>	<b>1,247</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	2,106	2,672	-566	42.43%	39.31%
Female	2,857	4,126	-1,269	57.57%	60.69%
Non-Minority	4,509	6,153	-1,644	90.85%	90.51%
Minority	358	496	-138	7.21%	7.30%
Unknown	96	149	-53	1.93%	2.19%
<b>TOTALS</b>	<b>4,963</b>	<b>6,798</b>	<b>-1,835</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	491	837	-346	59.30%	40.43%
Female	337	1,233	-896	40.70%	59.57%
Non-Minority	771	1,904	-1,133	93.12%	91.98%
Minority	42	132	-90	5.07%	6.38%
Unknown	15	34	-19	1.81%	1.64%
<b>TOTALS</b>	<b>828</b>	<b>2,070</b>	<b>-1,242</b>		

### Iowa Statewide Workforce Composition

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	2,159	2,363	-204	85.98%	85.40%
Female	352	404	-52	14.02%	14.60%
Non-Minority	2,345	2,605	-260	93.39%	94.15%
Minority	148	148	0	5.89%	5.35%
Unknown	18	14	4	0.72%	0.51%
<b>TOTALS</b>	<b>2,511</b>	<b>2,767</b>	<b>-256</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	390	155	235	11.84%	9.25%
Female	2,905	1,521	1,384	88.16%	90.75%
Non-Minority	2,974	1,514	1,460	90.26%	90.33%
Minority	271	138	133	8.22%	8.23%
Unknown	50	24	26	1.52%	1.43%
<b>TOTALS</b>	<b>3,295</b>	<b>1,676</b>	<b>1,619</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1,546	1,525	21	97.29%	97.57%
Female	43	38	5	2.71%	2.43%
Non-Minority	1,524	1,502	22	95.91%	96.10%
Minority	51	49	2	3.21%	3.13%
Unknown	14	12	2	0.88%	0.77%
<b>TOTALS</b>	<b>1,589</b>	<b>1,563</b>	<b>26</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	794	720	74	40.08%	38.30%
Female	1,187	1,160	27	59.92%	61.70%
Non-Minority	1,771	1,670	101	89.40%	88.83%
Minority	123	122	1	6.21%	6.49%
Unknown	87	88	-1	4.39%	4.68%
<b>TOTALS</b>	<b>1,981</b>	<b>1,880</b>	<b>101</b>		

**005-Administrative Services**

**Iowa Department of Administrative Services Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	108	131	-23	34.29%	38.99%
Female	103	97	6	32.70%	28.87%
Non-Minority	189	202	-13	60.00%	60.12%
Minority	20	23	-3	6.35%	6.85%
Unknown (Minority)	2	3	-1	0.63%	0.89%
Non-PWD	186	202	-16	59.05%	60.12%
PWD	16	16	0	5.08%	4.76%
Unknown (PWD)	9	10	-1	2.86%	2.98%
<b>TOTALS</b>	<b>211</b>	<b>228</b>	<b>-17</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	31	23	8	39.24%	44.23%
Female	31	17	14	39.24%	32.69%
Non-Minority	61	39	22	77.22%	75.00%
Minority	1	0	1	1.27%	0.00%
Unknown	0	1	-1	0.00%	1.92%
<b>TOTALS</b>	<b>62</b>	<b>40</b>	<b>22</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	16	34	-18	14.16%	21.38%
Female	26	43	-17	23.01%	27.04%
Non-Minority	38	70	-32	33.63%	44.03%
Minority	4	7	-3	3.54%	4.40%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>42</b>	<b>77</b>	<b>-35</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	4	-4	0.00%	21.05%
Female	0	15	-15	0.00%	78.95%
Non-Minority	0	17	-17	0.00%	89.47%
Minority	0	2	-2	0.00%	10.53%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>19</b>	<b>-19</b>		

### 005-Administrative Services

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	5	3	2	10.42%	16.67%
Female	33	7	26	68.75%	38.89%
Non-Minority	32	8	24	66.67%	44.44%
Minority	6	2	4	12.50%	11.11%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>38</b>	<b>10</b>	<b>28</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	30	31	-1	93.75%	96.88%
Female	2	0	2	6.25%	0.00%
Non-Minority	31	30	1	96.88%	93.75%
Minority	1	1	0	3.13%	3.13%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>32</b>	<b>31</b>	<b>1</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	26	36	-10	60.47%	64.29%
Female	11	15	-4	25.58%	26.79%
Non-Minority	27	38	-11	62.79%	67.86%
Minority	8	11	-3	18.60%	19.64%
Unknown	2	2	0	4.65%	3.57%
<b>TOTALS</b>	<b>37</b>	<b>51</b>	<b>-14</b>		

**009-Agriculture & Land Stewardship**

**Iowa Department of Agriculture Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	173	170	3	52.27%	52.80%
Female	158	152	6	47.73%	47.20%
Non-Minority	315	305	10	95.17%	94.72%
Minority	11	11	0	3.32%	3.42%
Unknown (Minority)	5	6	-1	1.51%	1.86%
Non-PWD	304	294	10	91.84%	91.30%
PWD	14	15	-1	4.23%	4.66%
Unknown (PWD)	13	13	0	3.93%	4.04%
<b>TOTALS</b>	<b>331</b>	<b>322</b>	<b>9</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	80	23	57	79.21%	88.46%
Female	21	3	18	20.79%	11.54%
Non-Minority	97	25	72	96.04%	96.15%
Minority	1	0	1	0.99%	0.00%
Unknown	3	1	2	2.97%	3.85%
<b>TOTALS</b>	<b>101</b>	<b>26</b>	<b>75</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	85	55	30	73.91%	57.89%
Female	30	40	-10	26.09%	42.11%
Non-Minority	109	86	23	94.78%	90.53%
Minority	5	8	-3	4.35%	8.42%
Unknown	1	1	0	0.87%	1.05%
<b>TOTALS</b>	<b>115</b>	<b>95</b>	<b>20</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	92	-92	0.00%	80.00%
Female	0	23	-23	0.00%	20.00%
Non-Minority	0	110	-110	0.00%	95.65%
Minority	0	1	-1	0.00%	0.87%
Unknown	0	4	-4	0.00%	3.48%
<b>TOTALS</b>	<b>0</b>	<b>115</b>	<b>-115</b>		

**009-Agriculture & Land Stewardship**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	106	86	20	100.00%	100.00%
Non-Minority	101	84	17	95.28%	97.67%
Minority	5	2	3	4.72%	2.33%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>106</b>	<b>86</b>	<b>20</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	8	0	8	88.89%	0.00%
Female	1	0	1	11.11%	0.00%
Non-Minority	8	0	8	88.89%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	0	1	11.11%	0.00%
<b>TOTALS</b>	<b>9</b>	<b>0</b>	<b>9</b>		

**112 & 114 – Department of Justice**

**Iowa Department of Justice Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	95	97	-2	40.25%	40.76%
Female	141	141	0	59.75%	59.24%
Non-Minority	219	221	-2	92.80%	92.86%
Minority	13	14	-1	5.51%	5.88%
Unknown (Minority)	4	3	1	1.69%	1.26%
Non-PWD	215	216	-1	91.10%	90.76%
PWD	2	3	-1	0.85%	1.26%
Unknown (PWD)	19	19	0	8.05%	7.98%
<b>TOTALS</b>	<b>236</b>	<b>238</b>	<b>-2</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	26	14	12	52.00%	60.87%
Female	24	9	15	48.00%	39.13%
Non-Minority	46	22	24	92.00%	95.65%
Minority	4	1	3	8.00%	4.35%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>50</b>	<b>23</b>	<b>27</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	69	83	-14	47.26%	46.63%
Female	77	95	-18	52.74%	53.37%
Non-Minority	134	164	-30	91.78%	92.13%
Minority	8	11	-3	5.48%	6.18%
Unknown	4	3	1	2.74%	1.69%
<b>TOTALS</b>	<b>146</b>	<b>178</b>	<b>-32</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		



**112 & 114 – Department of Justice**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	40	36	4	100.00%	100.00%
Non-Minority	39	34	5	97.50%	94.44%
Minority	1	2	-1	2.50%	5.56%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>40</b>	<b>36</b>	<b>4</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**126-Auditor**

**Iowa Department of Auditor Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	55	51	4	50.93%	49.04%
Female	53	53	0	49.07%	50.96%
Non-Minority	107	102	5	99.07%	98.08%
Minority	1	2	-1	0.93%	1.92%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	102	97	5	94.44%	93.27%
PWD	6	7	-1	5.56%	6.73%
Unknown (PWD)	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>108</b>	<b>104</b>	<b>4</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	3	3	0	37.50%	37.50%
Female	5	5	0	62.50%	62.50%
Non-Minority	8	8	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>8</b>	<b>8</b>	<b>0</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	52	48	4	52.53%	51.61%
Female	47	45	2	47.47%	48.39%
Non-Minority	98	91	7	98.99%	97.85%
Minority	1	2	-1	1.01%	2.15%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>99</b>	<b>93</b>	<b>6</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

126-Auditor

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	1	3	-2	100.00%	100.00%
Non-Minority	1	3	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>3</b>	<b>-2</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

# 131-Department for the Blind

## Iowa Department of Blind Workforce Composition

### End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	24	28	-4	32.88%	34.15%
Female	49	54	-5	67.12%	65.85%
Non-Minority	70	80	-10	95.89%	97.56%
Minority	3	2	1	4.11%	2.44%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	53	61	-8	72.60%	74.39%
PWD	17	18	-1	23.29%	21.95%
Unknown (PWD)	3	3	0	4.11%	3.66%
<b>TOTALS</b>	<b>73</b>	<b>82</b>	<b>-9</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	4	-1	50.00%	80.00%
Female	3	1	2	50.00%	20.00%
Non-Minority	6	5	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>6</b>	<b>5</b>	<b>1</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	13	13	0	29.55%	26.53%
Female	31	36	-5	70.45%	73.47%
Non-Minority	41	47	-6	93.18%	95.92%
Minority	3	2	1	6.82%	4.08%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>44</b>	<b>49</b>	<b>-5</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	2	-2	0.00%	100.00%
Non-Minority	0	2	-2	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>2</b>	<b>-2</b>		

**131-Department for the Blind**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	3	3	0	16.67%	16.67%
Female	15	15	0	83.33%	83.33%
Non-Minority	18	18	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>18</b>	<b>18</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	5	7	-2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	7	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>5</b>	<b>7</b>	<b>-2</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	1	-1	0.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

## 140-Ethics and Campaign Disclosure

### Iowa Department of Ethics & Campaign Disclosure Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	2	1	60.00%	40.00%
Female	2	3	-1	40.00%	60.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	5	5	0	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>5</b>	<b>5</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	2	1	100.00%	50.00%
Female	0	2	-2	0.00%	50.00%
Non-Minority	3	4	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>4</b>	<b>-1</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**140-Ethics and Campaign Disclosure**

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	1	0	1	100.00%	0.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>0</b>	<b>1</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**167-Civil Rights**

**Iowa Department of Civil Rights Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	9	9	0	33.33%	33.33%
Female	18	18	0	66.67%	66.67%
Non-Minority	20	21	-1	74.07%	77.78%
Minority	6	5	1	22.22%	18.52%
Unknown (Minority)	1	1	0	3.70%	3.70%
Non-PWD	26	25	1	96.30%	92.59%
PWD	0	1	-1	0.00%	3.70%
Unknown (PWD)	1	1	0	3.70%	3.70%
<b>TOTALS</b>	<b>27</b>	<b>27</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	9	1	8	39.13%	33.33%
Female	14	2	12	60.87%	66.67%
Non-Minority	19	1	18	82.61%	33.33%
Minority	3	1	2	13.04%	33.33%
Unknown	1	1	0	4.35%	33.33%
<b>TOTALS</b>	<b>23</b>	<b>3</b>	<b>20</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	8	-8	0.00%	40.00%
Female	0	12	-12	0.00%	60.00%
Non-Minority	0	18	-18	0.00%	90.00%
Minority	0	2	-2	0.00%	10.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>20</b>	<b>-20</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		



**167-Civil Rights**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	4	4	0	100.00%	100.00%
Non-Minority	1	2	-1	25.00%	50.00%
Minority	3	2	1	75.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>4</b>	<b>4</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**185-Office of Chief Information Officer (OCIO)**

**Office of Chief of Information Officer Workforce Composition**

**End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	68	70	-2	65.38%	64.81%
Female	36	38	-2	34.62%	35.19%
Non-Minority	90	94	-4	86.54%	87.04%
Minority	10	10	0	9.62%	9.26%
Unknown (Minority)	4	4	0	3.85%	3.70%
Non-PWD	92	94	-2	88.46%	87.04%
PWD	5	6	-1	4.81%	5.56%
Unknown (PWD)	7	8	-1	6.73%	7.41%
<b>TOTALS</b>	<b>104</b>	<b>108</b>	<b>-4</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	9	6	3	52.94%	50.00%
Female	8	6	2	47.06%	50.00%
Non-Minority	16	11	5	94.12%	91.67%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	5.88%	8.33%
<b>TOTALS</b>	<b>17</b>	<b>12</b>	<b>5</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	53	58	-5	74.65%	70.73%
Female	18	24	-6	25.35%	29.27%
Non-Minority	61	72	-11	85.92%	87.80%
Minority	7	7	0	9.86%	8.54%
Unknown	3	3	0	4.23%	3.66%
<b>TOTALS</b>	<b>71</b>	<b>82</b>	<b>-11</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**185-Office of Chief Information Officer (OCIO)**

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1	1	0	10.00%	12.50%
Female	9	7	2	90.00%	87.50%
Non-Minority	8	6	2	80.00%	75.00%
Minority	2	2	0	20.00%	25.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>10</b>	<b>8</b>	<b>2</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	1	-1	0.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	5	4	1	83.33%	80.00%
Female	1	1	0	16.67%	20.00%
Non-Minority	5	4	1	83.33%	80.00%
Minority	1	1	0	16.67%	20.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>6</b>	<b>5</b>	<b>1</b>		

## 212-Alcoholic Beverage Division

### Iowa Department of Alcoholic Beverages Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	61	57	4	72.62%	72.15%
Female	23	22	1	27.38%	27.85%
Non-Minority	78	73	5	92.86%	92.41%
Minority	6	6	0	7.14%	7.59%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	84	79	5	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>84</b>	<b>79</b>	<b>5</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	6	3	3	46.15%	50.00%
Female	7	3	4	53.85%	50.00%
Non-Minority	13	6	7	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>13</b>	<b>6</b>	<b>7</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	4	10	-6	57.14%	47.62%
Female	3	11	-8	42.86%	52.38%
Non-Minority	7	20	-13	100.00%	95.24%
Minority	0	1	-1	0.00%	4.76%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>21</b>	<b>-14</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	2	-2	0.00%	100.00%
Non-Minority	0	2	-2	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>2</b>	<b>-2</b>		

## 212-Alcoholic Beverage Division

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	2	1	1	14.29%	16.67%
Female	12	5	7	85.71%	83.33%
Non-Minority	14	6	8	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>14</b>	<b>6</b>	<b>8</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	1	2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	0	1	33.33%	0.00%
Minority	2	1	1	66.67%	100.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>1</b>	<b>2</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	46	42	4	97.87%	97.67%
Female	1	1	0	2.13%	2.33%
Non-Minority	43	39	4	91.49%	90.70%
Minority	4	4	0	8.51%	9.30%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>47</b>	<b>43</b>	<b>4</b>		

## 213-Banking

### Iowa Department of Banking Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	40	41	-1	60.61%	63.08%
Female	26	24	2	39.39%	36.92%
Non-Minority	65	64	1	98.48%	98.46%
Minority	1	1	0	1.52%	1.54%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	57	57	0	86.36%	87.69%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	9	8	1	13.64%	12.31%
<b>TOTALS</b>	<b>66</b>	<b>65</b>	<b>1</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	40	7	33	63.49%	77.78%
Female	23	2	21	36.51%	22.22%
Non-Minority	62	8	54	98.41%	88.89%
Minority	1	1	0	1.59%	11.11%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>63</b>	<b>9</b>	<b>54</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	34	-34	0.00%	62.96%
Female	1	20	-19	100.00%	37.04%
Non-Minority	1	54	-53	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>54</b>	<b>-53</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**213-Banking**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>2</b>	<b>2</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 214-Credit Union

### Iowa Department of Credit Union Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8	7	1	61.54%	53.85%
Female	5	6	-1	38.46%	46.15%
Non-Minority	12	13	-1	92.31%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	1	0	1	7.69%	0.00%
Non-PWD	13	12	1	100.00%	92.31%
PWD	0	1	-1	0.00%	7.69%
Unknown (PWD)	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>13</b>	<b>13</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8	0	8	72.73%	0.00%
Female	3	3	0	27.27%	100.00%
Non-Minority	10	3	7	90.91%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	0	1	9.09%	0.00%
<b>TOTALS</b>	<b>11</b>	<b>3</b>	<b>8</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	7	-7	0.00%	77.78%
Female	1	2	-1	100.00%	22.22%
Non-Minority	1	9	-8	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>9</b>	<b>-8</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '13	June '12
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		



**214-Credit Union**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 216-Insurance

### Insurance Division of the Iowa Department of Commerce Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	37	39	-2	41.11%	41.94%
Female	53	54	-1	58.89%	58.06%
Non-Minority	70	73	-3	77.78%	78.49%
Minority	11	12	-1	12.22%	12.90%
Unknown (Minority)	9	8	1	10.00%	8.60%
Non-PWD	74	79	-5	82.22%	84.95%
PWD	4	4	0	4.44%	4.30%
Unknown (PWD)	12	10	2	13.33%	10.75%
<b>TOTALS</b>	<b>90</b>	<b>93</b>	<b>-3</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	32	11	21	50.79%	50.00%
Female	31	11	20	49.21%	50.00%
Non-Minority	47	18	29	74.60%	81.82%
Minority	8	2	6	12.70%	9.09%
Unknown	8	2	6	12.70%	9.09%
<b>TOTALS</b>	<b>63</b>	<b>22</b>	<b>41</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	25	-22	42.86%	43.10%
Female	4	33	-29	57.14%	56.90%
Non-Minority	7	44	-37	100.00%	75.86%
Minority	0	9	-9	0.00%	15.52%
Unknown	0	5	-5	0.00%	8.62%
<b>TOTALS</b>	<b>7</b>	<b>58</b>	<b>-51</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**216-Insurance**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	2	0	66.67%	66.67%
Female	1	1	0	33.33%	33.33%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>3</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	1	-1	0.00%	10.00%
Female	17	9	8	100.00%	90.00%
Non-Minority	13	8	5	76.47%	80.00%
Minority	3	1	2	17.65%	10.00%
Unknown	1	1	0	5.88%	10.00%
<b>TOTALS</b>	<b>17</b>	<b>10</b>	<b>7</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 217-Professional Licensing

### Professional Licensing Workforce Composition

End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	3	0	27.27%	27.27%
Female	8	8	0	72.73%	72.73%
Non-Minority	11	11	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	10	10	0	90.91%	90.91%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	1	1	0	9.09%	9.09%
<b>TOTALS</b>	<b>11</b>	<b>11</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	3	0	50.00%	60.00%
Female	3	2	1	50.00%	40.00%
Non-Minority	6	5	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>6</b>	<b>5</b>	<b>1</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	2	4	-2	100.00%	100.00%
Non-Minority	2	4	-2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>2</b>	<b>4</b>	<b>-2</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

## 217-Professional Licensing

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	3	2	1	100.00%	100.00%
Non-Minority	3	2	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>2</b>	<b>1</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 219-Utilities

### Utilities Workforce Composition

End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	29	29	0	50.00%	48.33%
Female	29	31	-2	50.00%	51.67%
Non-Minority	49	51	-2	84.48%	85.00%
Minority	7	7	0	12.07%	11.67%
Unknown (Minority)	2	2	0	3.45%	3.33%
Non-PWD	51	51	0	87.93%	85.00%
PWD	1	2	-1	1.72%	3.33%
Unknown (PWD)	6	7	-1	10.34%	11.67%
<b>TOTALS</b>	<b>58</b>	<b>60</b>	<b>-2</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	22	5	17	59.46%	41.67%
Female	15	7	8	40.54%	58.33%
Non-Minority	32	9	23	86.49%	75.00%
Minority	3	1	2	8.11%	8.33%
Unknown	2	2	0	5.41%	16.67%
<b>TOTALS</b>	<b>37</b>	<b>12</b>	<b>25</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	7	24	-17	58.33%	57.14%
Female	5	18	-13	41.67%	42.86%
Non-Minority	9	37	-28	75.00%	88.10%
Minority	3	5	-2	25.00%	11.90%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>12</b>	<b>42</b>	<b>-30</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

## 219-Utilities

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	9	5	4	100.00%	100.00%
Non-Minority	8	4	4	88.89%	80.00%
Minority	1	1	0	11.11%	20.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>9</b>	<b>5</b>	<b>4</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**238 through 252 – Corrections**

**Iowa Department of Corrections Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1,863	1,860	3	67.67%	68.69%
Female	890	848	42	32.33%	31.31%
Non-Minority	2,550	2,520	30	92.63%	93.06%
Minority	182	169	13	6.61%	6.24%
Unknown (Minority)	21	19	2	0.76%	0.70%
Non-PWD	2,369	2,287	82	86.05%	84.45%
PWD	64	76	-12	2.32%	2.81%
Unknown (PWD)	320	345	-25	11.62%	12.74%
<b>TOTALS</b>	<b>2,753</b>	<b>2,708</b>	<b>45</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	99	83	16	52.94%	59.71%
Female	88	56	32	47.06%	40.29%
Non-Minority	175	129	46	93.58%	92.81%
Minority	10	8	2	5.35%	5.76%
Unknown	2	2	0	1.07%	1.44%
<b>TOTALS</b>	<b>187</b>	<b>139</b>	<b>48</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	134	180	-46	37.64%	39.56%
Female	222	275	-53	62.36%	60.44%
Non-Minority	325	415	-90	91.29%	91.21%
Minority	30	36	-6	8.43%	7.91%
Unknown	1	4	-3	0.28%	0.88%
<b>TOTALS</b>	<b>356</b>	<b>455</b>	<b>-99</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	53	13	40	45.30%	15.48%
Female	64	71	-7	54.70%	84.52%
Non-Minority	108	76	32	92.31%	90.48%
Minority	9	8	1	7.69%	9.52%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>117</b>	<b>84</b>	<b>33</b>		



**238 through 252 – Corrections**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1,344	1,341	3	82.25%	83.14%
Female	290	272	18	17.75%	16.86%
Non-Minority	1,503	1,496	7	91.98%	92.75%
Minority	117	107	10	7.16%	6.63%
Unknown	14	10	4	0.86%	0.62%
<b>TOTALS</b>	<b>1,634</b>	<b>1,613</b>	<b>21</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	19	17	2	11.45%	13.71%
Female	147	107	40	88.55%	86.29%
Non-Minority	159	120	39	95.78%	96.77%
Minority	5	3	2	3.01%	2.42%
Unknown	2	1	1	1.20%	0.81%
<b>TOTALS</b>	<b>166</b>	<b>124</b>	<b>42</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	112	152	-40	100.00%	97.44%
Female	0	4	-4	0.00%	2.56%
Non-Minority	110	154	-44	98.21%	98.72%
Minority	2	2	0	1.79%	1.28%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>112</b>	<b>156</b>	<b>-44</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	102	74	28	56.35%	54.01%
Female	79	63	16	43.65%	45.99%
Non-Minority	170	130	40	93.92%	94.89%
Minority	9	5	4	4.97%	3.65%
Unknown	2	2	0	1.10%	1.46%
<b>TOTALS</b>	<b>181</b>	<b>137</b>	<b>44</b>		

**259-Cultural Affairs**

**Iowa Department of Cultural Affairs Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	20	18	2	37.74%	34.62%
Female	33	34	-1	62.26%	65.38%
Non-Minority	48	46	2	90.57%	88.46%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	5	6	-1	9.43%	11.54%
Non-PWD	51	49	2	96.23%	94.23%
PWD	1	1	0	1.89%	1.92%
Unknown (PWD)	1	2	-1	1.89%	3.85%
<b>TOTALS</b>	<b>53</b>	<b>52</b>	<b>1</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	3	2	1	37.50%	28.57%
Female	5	5	0	62.50%	71.43%
Non-Minority	8	7	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>8</b>	<b>7</b>	<b>1</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	14	13	1	40.00%	34.21%
Female	21	25	-4	60.00%	65.79%
Non-Minority	32	34	-2	91.43%	89.47%
Minority	0	0	0	0.00%	0.00%
Unknown	3	4	-1	8.57%	10.53%
<b>TOTALS</b>	<b>35</b>	<b>38</b>	<b>-3</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

**259-Cultural Affairs**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	2	0	25.00%	50.00%
Female	6	2	4	75.00%	50.00%
Non-Minority	6	2	4	75.00%	50.00%
Minority	0	0	0	0.00%	0.00%
Unknown	2	2	0	25.00%	50.00%
<b>TOTALS</b>	<b>8</b>	<b>4</b>	<b>4</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

## 269-Economic Development

### Iowa Department of Economic Development Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	38	40	-2	33.04%	35.40%
Female	77	73	4	66.96%	64.60%
Non-Minority	105	102	3	91.30%	90.27%
Minority	8	8	0	6.96%	7.08%
Unknown (Minority)	2	3	-1	1.74%	2.65%
Non-PWD	108	104	4	93.91%	92.04%
PWD	4	4	0	3.48%	3.54%
Unknown (PWD)	3	5	-2	2.61%	4.42%
<b>TOTALS</b>	<b>115</b>	<b>113</b>	<b>2</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	33	9	24	35.48%	50.00%
Female	60	9	51	64.52%	50.00%
Non-Minority	87	17	70	93.55%	94.44%
Minority	5	1	4	5.38%	5.56%
Unknown	1	0	1	1.08%	0.00%
<b>TOTALS</b>	<b>93</b>	<b>18</b>	<b>75</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	4	30	-26	66.67%	36.59%
Female	2	52	-50	33.33%	63.41%
Non-Minority	6	74	-68	100.00%	90.24%
Minority	0	6	-6	0.00%	7.32%
Unknown	0	2	-2	0.00%	2.44%
<b>TOTALS</b>	<b>6</b>	<b>82</b>	<b>-76</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '13	June '12
Male	0	0	0	0.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

## 269-Economic Development

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '13	June '12
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '13	June '12
Male	0	0	0	0.00%	0.00%
Female	8	4	4	100.00%	100.00%
Non-Minority	5	2	3	62.50%	50.00%
Minority	2	1	1	25.00%	25.00%
Unknown	1	1	0	12.50%	25.00%
<b>TOTALS</b>	<b>8</b>	<b>4</b>	<b>4</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '13	June '12
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '13	June '12
Male	1	1	0	12.50%	12.50%
Female	7	7	0	87.50%	87.50%
Non-Minority	7	8	-1	87.50%	100.00%
Minority	1	0	1	12.50%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>8</b>	<b>8</b>	<b>0</b>		

## 270-Finance Authority

### Iowa Department of Finance Authority Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	28	27	1	30.77%	30.34%
Female	63	62	1	69.23%	69.66%
Non-Minority	85	83	2	93.41%	93.26%
Minority	6	5	1	6.59%	5.62%
Unknown (Minority)	0	1	-1	0.00%	1.12%
Non-PWD	85	83	2	93.41%	93.26%
PWD	2	2	0	2.20%	2.25%
Unknown (PWD)	4	4	0	4.40%	4.49%
<b>TOTALS</b>	<b>91</b>	<b>89</b>	<b>2</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	16	8	8	30.77%	29.63%
Female	36	19	17	69.23%	70.37%
Non-Minority	49	27	22	94.23%	100.00%
Minority	3	0	3	5.77%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>52</b>	<b>27</b>	<b>25</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	10	19	-9	47.62%	32.76%
Female	11	39	-28	52.38%	67.24%
Non-Minority	18	52	-34	85.71%	89.66%
Minority	3	5	-2	14.29%	8.62%
Unknown	0	1	-1	0.00%	1.72%
<b>TOTALS</b>	<b>21</b>	<b>58</b>	<b>-37</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**270-Finance Authority**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	0	2	11.11%	0.00%
Female	16	4	12	88.89%	100.00%
Non-Minority	18	4	14	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>18</b>	<b>4</b>	<b>14</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 282-Education

### Iowa Department of Education Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	83	75	8	31.32%	29.18%
Female	182	182	0	68.68%	70.82%
Non-Minority	241	235	6	90.94%	91.44%
Minority	18	16	2	6.79%	6.23%
Unknown (Minority)	6	6	0	2.26%	2.33%
Non-PWD	240	233	7	90.57%	90.66%
PWD	10	11	-1	3.77%	4.28%
Unknown (PWD)	15	13	2	5.66%	5.06%
<b>TOTALS</b>	<b>265</b>	<b>257</b>	<b>8</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	23	12	11	48.94%	46.15%
Female	24	14	10	51.06%	53.85%
Non-Minority	44	26	18	93.62%	100.00%
Minority	2	0	2	4.26%	0.00%
Unknown	1	0	1	2.13%	0.00%
<b>TOTALS</b>	<b>47</b>	<b>26</b>	<b>21</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	55	59	-4	32.54%	31.89%
Female	114	126	-12	67.46%	68.11%
Non-Minority	153	168	-15	90.53%	90.81%
Minority	11	11	0	6.51%	5.95%
Unknown	5	6	-1	2.96%	3.24%
<b>TOTALS</b>	<b>169</b>	<b>185</b>	<b>-16</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '13	June '12
Male	0	1	-1	0.00%	14.29%
Female	0	6	-6	0.00%	85.71%
Non-Minority	0	6	-6	0.00%	85.71%
Minority	0	1	-1	0.00%	14.29%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>7</b>	<b>-7</b>		



**282-Education**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	2	1	1	4.35%	2.70%
Female	44	36	8	95.65%	97.30%
Non-Minority	41	33	8	89.13%	89.19%
Minority	5	4	1	10.87%	10.81%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>46</b>	<b>37</b>	<b>9</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	3	2	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	2	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>2</b>	<b>1</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '13</b>	<b>June '12</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 283-Vocational Rehabilitation

### Iowa Department of Vocational Rehabilitation Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	78	89	-11	23.08%	25.43%
Female	260	261	-1	76.92%	74.57%
Non-Minority	315	326	-11	93.20%	93.14%
Minority	21	22	-1	6.21%	6.29%
Unknown (Minority)	2	2	0	0.59%	0.57%
Non-PWD	290	299	-9	85.80%	85.43%
PWD	33	34	-1	9.76%	9.71%
Unknown (PWD)	15	17	-2	4.44%	4.86%
<b>TOTALS</b>	<b>338</b>	<b>350</b>	<b>-12</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8	5	3	44.44%	62.50%
Female	10	3	7	55.56%	37.50%
Non-Minority	17	8	9	94.44%	100.00%
Minority	1	0	1	5.56%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>18</b>	<b>8</b>	<b>10</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	44	53	-9	26.99%	29.61%
Female	119	126	-7	73.01%	70.39%
Non-Minority	151	166	-15	92.64%	92.74%
Minority	10	11	-1	6.13%	6.15%
Unknown	2	2	0	1.23%	1.12%
<b>TOTALS</b>	<b>163</b>	<b>179</b>	<b>-16</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	25	-25	0.00%	22.73%
Female	25	85	-60	100.00%	77.27%
Non-Minority	24	106	-82	96.00%	96.36%
Minority	1	4	-3	4.00%	3.64%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>25</b>	<b>110</b>	<b>-85</b>		

### 283-Vocational Rehabilitation

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	26	6	20	19.70%	11.32%
Female	106	47	59	80.30%	88.68%
Non-Minority	123	46	77	93.18%	86.79%
Minority	9	7	2	6.82%	13.21%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>132</b>	<b>53</b>	<b>79</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**284-College Aid**

**Iowa Department of College Aid Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	8	11	-3	22.86%	31.43%
Female	27	24	3	77.14%	68.57%
Non-Minority	30	30	0	85.71%	85.71%
Minority	5	5	0	14.29%	14.29%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	32	31	1	91.43%	88.57%
PWD	2	2	0	5.71%	5.71%
Unknown (PWD)	1	2	-1	2.86%	5.71%
<b>TOTALS</b>	<b>35</b>	<b>35</b>	<b>0</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	6	3	3	33.33%	60.00%
Female	12	2	10	66.67%	40.00%
Non-Minority	15	4	11	83.33%	80.00%
Minority	3	1	2	16.67%	20.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>18</b>	<b>5</b>	<b>13</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	8	-7	10.00%	27.59%
Female	9	21	-12	90.00%	72.41%
Non-Minority	9	25	-16	90.00%	86.21%
Minority	1	4	-3	10.00%	13.79%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>10</b>	<b>29</b>	<b>-19</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**284-College Aid**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	0	1	14.29%	0.00%
Female	6	1	5	85.71%	100.00%
Non-Minority	6	1	5	85.71%	100.00%
Minority	1	0	1	14.29%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>1</b>	<b>6</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**285-Public Television**

**Iowa Public Television Workforce Composition**

**End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	57	53	4	61.29%	57.61%
Female	36	39	-3	38.71%	42.39%
Non-Minority	75	74	1	80.65%	80.43%
Minority	1	0	1	1.08%	0.00%
Unknown (Minority)	17	18	-1	18.28%	19.57%
Non-PWD	75	74	1	80.65%	80.43%
PWD	2	2	0	2.15%	2.17%
Unknown (PWD)	16	16	0	17.20%	17.39%
<b>TOTALS</b>	<b>93</b>	<b>92</b>	<b>1</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	5	4	1	38.46%	30.77%
Female	8	9	-1	61.54%	69.23%
Non-Minority	12	12	0	92.31%	92.31%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	7.69%	7.69%
<b>TOTALS</b>	<b>13</b>	<b>13</b>	<b>0</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	22	20	2	56.41%	47.62%
Female	17	22	-5	43.59%	52.38%
Non-Minority	29	32	-3	74.36%	76.19%
Minority	1	0	1	2.56%	0.00%
Unknown	9	10	-1	23.08%	23.81%
<b>TOTALS</b>	<b>39</b>	<b>42</b>	<b>-3</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	28	29	-1	90.32%	85.29%
Female	3	5	-2	9.68%	14.71%
Non-Minority	25	28	-3	80.65%	82.35%
Minority	0	0	0	0.00%	0.00%
Unknown	6	6	0	19.35%	17.65%
<b>TOTALS</b>	<b>31</b>	<b>34</b>	<b>-3</b>		

**285-Public Television**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	0	2	20.00%	0.00%
Female	8	3	5	80.00%	100.00%
Non-Minority	9	2	7	90.00%	66.67%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	10.00%	33.33%
<b>TOTALS</b>	<b>10</b>	<b>3</b>	<b>7</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**297-Iowa Department on Aging**

**Iowa Department on Aging Workforce Composition**

**End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	5	5	0	15.63%	15.15%
Female	27	28	-1	84.38%	84.85%
Non-Minority	31	32	-1	96.88%	96.97%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	1	1	0	3.13%	3.03%
Non-PWD	29	30	-1	90.63%	90.91%
PWD	1	1	0	3.13%	3.03%
Unknown (PWD)	2	2	0	6.25%	6.06%
<b>TOTALS</b>	<b>32</b>	<b>33</b>	<b>-1</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	3	3	0	25.00%	25.00%
Female	9	9	0	75.00%	75.00%
Non-Minority	12	12	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>12</b>	<b>12</b>	<b>0</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	2	0	15.38%	12.50%
Female	11	14	-3	84.62%	87.50%
Non-Minority	12	15	-3	92.31%	93.75%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	7.69%	6.25%
<b>TOTALS</b>	<b>13</b>	<b>16</b>	<b>-3</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	2	-2	0.00%	100.00%
Non-Minority	0	2	-2	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>2</b>	<b>-2</b>		



**297-Iowa Department on Aging**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	7	3	4	100.00%	100.00%
Non-Minority	7	3	4	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>3</b>	<b>4</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

### 309-Workforce Development

#### Iowa Department of Workforce Development Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	244	268	-24	37.20%	37.02%
Female	412	456	-44	62.80%	62.98%
Non-Minority	528	589	-61	80.49%	81.35%
Minority	126	133	-7	19.21%	18.37%
Unknown (Minority)	2	2	0	0.30%	0.28%
Non-PWD	543	597	-54	82.77%	82.46%
PWD	60	72	-12	9.15%	9.94%
Unknown (PWD)	53	55	-2	8.08%	7.60%
<b>TOTALS</b>	<b>656</b>	<b>724</b>	<b>-68</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	69	32	37	51.49%	48.48%
Female	65	34	31	48.51%	51.52%
Non-Minority	112	55	57	83.58%	83.33%
Minority	22	11	11	16.42%	16.67%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>134</b>	<b>66</b>	<b>68</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	136	195	-59	35.88%	37.07%
Female	243	331	-88	64.12%	62.93%
Non-Minority	308	430	-122	81.27%	81.75%
Minority	70	95	-25	18.47%	18.06%
Unknown	1	1	0	0.26%	0.19%
<b>TOTALS</b>	<b>379</b>	<b>526</b>	<b>-147</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	24	31	-7	75.00%	81.58%
Female	8	7	1	25.00%	18.42%
Non-Minority	25	34	-9	78.13%	89.47%
Minority	7	4	3	21.88%	10.53%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>32</b>	<b>38</b>	<b>-6</b>		

### 309-Workforce Development

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	10	9	1	9.52%	9.78%
Female	95	83	12	90.48%	90.22%
Non-Minority	78	69	9	74.29%	75.00%
Minority	26	22	4	24.76%	23.91%
Unknown	1	1	0	0.95%	1.09%
<b>TOTALS</b>	<b>105</b>	<b>92</b>	<b>13</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	4	0	4	100.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	0	4	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>4</b>	<b>0</b>	<b>4</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1	1	0	50.00%	50.00%
Female	1	1	0	50.00%	50.00%
Non-Minority	1	1	0	50.00%	50.00%
Minority	1	1	0	50.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>2</b>	<b>2</b>	<b>0</b>		

### 336-Iowa Communications Network

#### Iowa Communications Network Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	46	49	-3	62.16%	62.82%
Female	28	29	-1	37.84%	37.18%
Non-Minority	62	63	-1	83.78%	80.77%
Minority	9	11	-2	12.16%	14.10%
Unknown (Minority)	3	4	-1	4.05%	5.13%
Non-PWD	68	70	-2	91.89%	89.74%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	6	8	-2	8.11%	10.26%
<b>TOTALS</b>	<b>74</b>	<b>78</b>	<b>-4</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8	6	2	57.14%	54.55%
Female	6	5	1	42.86%	45.45%
Non-Minority	11	8	3	78.57%	72.73%
Minority	2	2	0	14.29%	18.18%
Unknown	1	1	0	7.14%	9.09%
<b>TOTALS</b>	<b>14</b>	<b>11</b>	<b>3</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	30	38	-8	69.77%	71.70%
Female	13	15	-2	30.23%	28.30%
Non-Minority	36	44	-8	83.72%	83.02%
Minority	5	6	-1	11.63%	11.32%
Unknown	2	3	-1	4.65%	5.66%
<b>TOTALS</b>	<b>43</b>	<b>53</b>	<b>-10</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	3	0	100.00%	30.00%
Female	0	7	-7	0.00%	70.00%
Non-Minority	3	8	-5	100.00%	80.00%
Minority	0	2	-2	0.00%	20.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>10</b>	<b>-7</b>		

### 336-Iowa Communications Network

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	0	3	25.00%	0.00%
Female	9	2	7	75.00%	100.00%
Non-Minority	10	1	9	83.33%	50.00%
Minority	2	1	1	16.67%	50.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>12</b>	<b>2</b>	<b>10</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	2	2	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>2</b>	<b>2</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

### 379-Human Rights

#### Iowa Department of Human Rights Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	18	20	-2	40.91%	45.45%
Female	26	24	2	59.09%	54.55%
Non-Minority	39	39	0	88.64%	88.64%
Minority	4	4	0	9.09%	9.09%
Unknown (Minority)	1	1	0	2.27%	2.27%
Non-PWD	37	37	0	84.09%	84.09%
PWD	5	5	0	11.36%	11.36%
Unknown (PWD)	2	2	0	4.55%	4.55%
<b>TOTALS</b>	<b>44</b>	<b>44</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	5	5	0	31.25%	41.67%
Female	11	7	4	68.75%	58.33%
Non-Minority	12	8	4	75.00%	66.67%
Minority	3	3	0	18.75%	25.00%
Unknown	1	1	0	6.25%	8.33%
<b>TOTALS</b>	<b>16</b>	<b>12</b>	<b>4</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	13	15	-2	52.00%	50.00%
Female	12	15	-3	48.00%	50.00%
Non-Minority	24	29	-5	96.00%	96.67%
Minority	1	1	0	4.00%	3.33%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>25</b>	<b>30</b>	<b>-5</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

### 379-Human Rights

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	3	2	1	100.00%	100.00%
Non-Minority	3	2	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>2</b>	<b>1</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

# 401 through 413 – Human Services

## Iowa Department of Human Services Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1,266	1,325	-59	26.90%	27.02%
Female	3,440	3,578	-138	73.10%	72.98%
Non-Minority	4,239	4,420	-181	90.08%	90.15%
Minority	290	301	-11	6.16%	6.14%
Unknown (Minority)	177	182	-5	3.76%	3.71%
Non-PWD	4,208	4,360	-152	89.42%	88.93%
PWD	130	143	-13	2.76%	2.92%
Unknown (PWD)	368	400	-32	7.82%	8.16%
<b>TOTALS</b>	<b>4,706</b>	<b>4,903</b>	<b>-197</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	187	109	78	41.65%	36.70%
Female	262	188	74	58.35%	63.30%
Non-Minority	416	279	137	92.65%	93.94%
Minority	18	10	8	4.01%	3.37%
Unknown	15	8	7	3.34%	2.69%
<b>TOTALS</b>	<b>449</b>	<b>297</b>	<b>152</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	353	359	-6	26.38%	20.53%
Female	985	1,390	-405	73.62%	79.47%
Non-Minority	1,223	1,594	-371	91.41%	91.14%
Minority	80	104	-24	5.98%	5.95%
Unknown	35	51	-16	2.62%	2.92%
<b>TOTALS</b>	<b>1,338</b>	<b>1,749</b>	<b>-411</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	17	103	-86	18.48%	12.16%
Female	75	744	-669	81.52%	87.84%
Non-Minority	84	749	-665	91.30%	88.43%
Minority	1	76	-75	1.09%	8.97%
Unknown	7	22	-15	7.61%	2.60%
<b>TOTALS</b>	<b>92</b>	<b>847</b>	<b>-755</b>		



**401 through 413 – Human Services**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	157	-156	100.00%	71.04%
Female	0	64	-64	0.00%	28.96%
Non-Minority	1	210	-209	100.00%	95.02%
Minority	0	10	-10	0.00%	4.52%
Unknown	0	1	-1	0.00%	0.45%
<b>TOTALS</b>	<b>1</b>	<b>221</b>	<b>-220</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	157	29	128	10.03%	5.79%
Female	1,409	472	937	89.97%	94.21%
Non-Minority	1,397	448	949	89.21%	89.42%
Minority	136	41	95	8.68%	8.18%
Unknown	33	12	21	2.11%	2.40%
<b>TOTALS</b>	<b>1,566</b>	<b>501</b>	<b>1,065</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	107	106	1	94.69%	96.36%
Female	6	4	2	5.31%	3.64%
Non-Minority	102	98	4	90.27%	89.09%
Minority	1	2	-1	0.88%	1.82%
Unknown	10	10	0	8.85%	9.09%
<b>TOTALS</b>	<b>113</b>	<b>110</b>	<b>3</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	444	462	-18	38.71%	39.22%
Female	703	716	-13	61.29%	60.78%
Non-Minority	1,016	1,042	-26	88.58%	88.46%
Minority	54	58	-4	4.71%	4.92%
Unknown	77	78	-1	6.71%	6.62%
<b>TOTALS</b>	<b>1,147</b>	<b>1,178</b>	<b>-31</b>		

**427 – Inspections and Appeals  
Central Office**

**Iowa Department of Inspections & Appeals Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	70	71	-1	27.67%	27.73%
Female	183	185	-2	72.33%	72.27%
Non-Minority	238	239	-1	94.07%	93.36%
Minority	10	11	-1	3.95%	4.30%
Unknown (Minority)	5	6	-1	1.98%	2.34%
Non-PWD	226	228	-2	89.33%	89.06%
PWD	12	13	-1	4.74%	5.08%
Unknown (PWD)	15	15	0	5.93%	5.86%
<b>TOTALS</b>	<b>253</b>	<b>256</b>	<b>-3</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	30	11	19	50.00%	47.83%
Female	30	12	18	50.00%	52.17%
Non-Minority	54	19	35	90.00%	82.61%
Minority	3	2	1	5.00%	8.70%
Unknown	3	2	1	5.00%	8.70%
<b>TOTALS</b>	<b>60</b>	<b>23</b>	<b>37</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	34	58	-24	21.38%	26.73%
Female	125	159	-34	78.62%	73.27%
Non-Minority	152	207	-55	95.60%	95.39%
Minority	5	6	-1	3.14%	2.76%
Unknown	2	4	-2	1.26%	1.84%
<b>TOTALS</b>	<b>159</b>	<b>217</b>	<b>-58</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	1	-1	0.00%	25.00%
Female	0	3	-3	0.00%	75.00%
Non-Minority	0	2	-2	0.00%	50.00%
Minority	0	2	-2	0.00%	50.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>4</b>	<b>-4</b>		

**427 – Inspections and Appeals  
Central Office**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	6	1	5	17.65%	8.33%
Female	28	11	17	82.35%	91.67%
Non-Minority	32	11	21	94.12%	91.67%
Minority	2	1	1	5.88%	8.33%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>34</b>	<b>12</b>	<b>22</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 428-State Public Defender

### State Public Defender Workforce Composition

End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	92	89	3	42.79%	41.78%
Female	123	124	-1	57.21%	58.22%
Non-Minority	186	182	4	86.51%	85.45%
Minority	19	20	-1	8.84%	9.39%
Unknown (Minority)	10	11	-1	4.65%	5.16%
Non-PWD	199	195	4	92.56%	91.55%
PWD	4	5	-1	1.86%	2.35%
Unknown (PWD)	12	13	-1	5.58%	6.10%
<b>TOTALS</b>	<b>215</b>	<b>213</b>	<b>2</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	13	2	11	43.33%	50.00%
Female	17	2	15	56.67%	50.00%
Non-Minority	27	3	24	90.00%	75.00%
Minority	2	1	1	6.67%	25.00%
Unknown	1	0	1	3.33%	0.00%
<b>TOTALS</b>	<b>30</b>	<b>4</b>	<b>26</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	79	87	-8	55.63%	51.18%
Female	63	83	-20	44.37%	48.82%
Non-Minority	119	143	-24	83.80%	84.12%
Minority	14	16	-2	9.86%	9.41%
Unknown	9	11	-2	6.34%	6.47%
<b>TOTALS</b>	<b>142</b>	<b>170</b>	<b>-28</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	

**428-State Public Defender**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	43	39	4	100.00%	100.00%
Non-Minority	40	36	4	93.02%	92.31%
Minority	3	3	0	6.98%	7.69%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>43</b>	<b>39</b>	<b>4</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 429-Racing and Gaming

### DIA - Racing Commission Workforce Composition

#### End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	19	19	0	41.30%	41.30%
Female	27	27	0	58.70%	58.70%
Non-Minority	41	41	0	89.13%	89.13%
Minority	4	4	0	8.70%	8.70%
Unknown (Minority)	1	1	0	2.17%	2.17%
Non-PWD	44	44	0	95.65%	95.65%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	2	2	0	4.35%	4.35%
<b>TOTALS</b>	<b>46</b>	<b>46</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	17	3	14	44.74%	50.00%
Female	21	3	18	55.26%	50.00%
Non-Minority	35	6	29	92.11%	100.00%
Minority	2	0	2	5.26%	0.00%
Unknown	1	0	1	2.63%	0.00%
<b>TOTALS</b>	<b>38</b>	<b>6</b>	<b>32</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1	14	-13	100.00%	43.75%
Female	0	18	-18	0.00%	56.25%
Non-Minority	1	30	-29	100.00%	93.75%
Minority	0	2	-2	0.00%	6.25%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>32</b>	<b>-31</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	1	-1	0.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	1	-1	0.00%	100.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

#### 429-Racing and Gaming

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1	1	0	14.29%	14.29%
Female	6	6	0	85.71%	85.71%
Non-Minority	5	5	0	71.43%	71.43%
Minority	2	2	0	28.57%	28.57%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>7</b>	<b>0</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 467-Iowa Law Enforcement Academy

### Law Enforcement Academy Workforce Composition

End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	9	10	-1	42.86%	45.45%
Female	12	12	0	57.14%	54.55%
Non-Minority	21	22	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	18	19	-1	85.71%	86.36%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	3	3	0	14.29%	13.64%
<b>TOTALS</b>	<b>21</b>	<b>22</b>	<b>-1</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1	2	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	2	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>2</b>	<b>-1</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8	8	0	66.67%	66.67%
Female	4	4	0	33.33%	33.33%
Non-Minority	12	12	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>12</b>	<b>12</b>	<b>0</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		



**467-Iowa Law Enforcement Academy**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	7	7	0	100.00%	100.00%
Non-Minority	7	7	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>7</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**532-Department of Management**

**Iowa Department of Management Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	11	11	0	47.83%	50.00%
Female	12	11	1	52.17%	50.00%
Non-Minority	20	19	1	86.96%	86.36%
Minority	2	2	0	8.70%	9.09%
Unknown (Minority)	1	1	0	4.35%	4.55%
Non-PWD	21	20	1	91.30%	90.91%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	2	2	0	8.70%	9.09%
<b>TOTALS</b>	<b>23</b>	<b>22</b>	<b>1</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	11	1	10	52.38%	100.00%
Female	10	0	10	47.62%	0.00%
Non-Minority	19	1	18	90.48%	100.00%
Minority	2	0	2	9.52%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>21</b>	<b>1</b>	<b>20</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	10	-10	0.00%	50.00%
Female	1	10	-9	100.00%	50.00%
Non-Minority	0	17	-17	0.00%	85.00%
Minority	0	2	-2	0.00%	10.00%
Unknown	1	1	0	100.00%	5.00%
<b>TOTALS</b>	<b>1</b>	<b>20</b>	<b>-19</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**532-Department of Management**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 542-Natural Resources

### Iowa Department of Natural Resources Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	635	648	-13	70.71%	71.21%
Female	263	262	1	29.29%	28.79%
Non-Minority	851	861	-10	94.77%	94.62%
Minority	44	46	-2	4.90%	5.05%
Unknown (Minority)	3	3	0	0.33%	0.33%
Non-PWD	822	831	-9	91.54%	91.32%
PWD	19	19	0	2.12%	2.09%
Unknown (PWD)	57	60	-3	6.35%	6.59%
<b>TOTALS</b>	<b>898</b>	<b>910</b>	<b>-12</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	65	62	3	61.32%	68.89%
Female	41	28	13	38.68%	31.11%
Non-Minority	104	88	16	98.11%	97.78%
Minority	2	2	0	1.89%	2.22%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>106</b>	<b>90</b>	<b>16</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	351	341	10	70.34%	65.96%
Female	148	176	-28	29.66%	34.04%
Non-Minority	471	485	-14	94.39%	93.81%
Minority	26	30	-4	5.21%	5.80%
Unknown	2	2	0	0.40%	0.39%
<b>TOTALS</b>	<b>499</b>	<b>517</b>	<b>-18</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	126	133	-7	91.97%	88.67%
Female	11	17	-6	8.03%	11.33%
Non-Minority	133	147	-14	97.08%	98.00%
Minority	3	2	1	2.19%	1.33%
Unknown	1	1	0	0.73%	0.67%
<b>TOTALS</b>	<b>137</b>	<b>150</b>	<b>-13</b>		

### 542-Natural Resources

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	77	102	-25	92.77%	92.73%
Female	6	8	-2	7.23%	7.27%
Non-Minority	77	103	-26	92.77%	93.64%
Minority	6	7	-1	7.23%	6.36%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>83</b>	<b>110</b>	<b>-27</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	9	6	3	13.85%	15.79%
Female	56	32	24	86.15%	84.21%
Non-Minority	58	33	25	89.23%	86.84%
Minority	7	5	2	10.77%	13.16%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>65</b>	<b>38</b>	<b>27</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	5	4	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	5	4	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>5</b>	<b>4</b>	<b>1</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	2	0	2	66.67%	0.00%
Female	1	1	0	33.33%	100.00%
Non-Minority	3	1	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>1</b>	<b>2</b>		

**547-Iowa Board of Parole**

**Iowa Parole Board Workforce Composition**

**End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	3	3	0	0.00%	0.00%
Female	5	5	0	0.00%	0.00%
Non-Minority	8	8	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	8	8	0	0.00%	0.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>8</b>	<b>8</b>	<b>0</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	1	0	100.00%	50.00%
Female	0	1	-1	0.00%	50.00%
Non-Minority	1	2	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>2</b>	<b>-1</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	2	0	33.33%	40.00%
Female	4	3	1	66.67%	60.00%
Non-Minority	6	5	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>6</b>	<b>5</b>	<b>1</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**547-Iowa Board of Parole**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	1	1	0	100.00%	100.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**553-Iowa Public Employees' Retirement System (IPERS)**

**IPERS Workforce Composition**

**End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	27	28	-1	36.00%	36.36%
Female	48	49	-1	64.00%	63.64%
Non-Minority	67	70	-3	89.33%	90.91%
Minority	8	7	1	10.67%	9.09%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	72	71	1	96.00%	92.21%
PWD	1	2	-1	1.33%	2.60%
Unknown (PWD)	2	4	-2	2.67%	5.19%
<b>TOTALS</b>	<b>75</b>	<b>77</b>	<b>-2</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	22	7	15	44.00%	70.00%
Female	28	3	25	56.00%	30.00%
Non-Minority	45	10	35	90.00%	100.00%
Minority	5	0	5	10.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>50</b>	<b>10</b>	<b>40</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	4	20	-16	30.77%	35.09%
Female	9	37	-28	69.23%	64.91%
Non-Minority	11	51	-40	84.62%	89.47%
Minority	2	6	-4	15.38%	10.53%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>13</b>	<b>57</b>	<b>-44</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	2	-2	0.00%	100.00%
Non-Minority	0	2	-2	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>2</b>	<b>-2</b>		



**553-Iowa Public Employees' Retirement System (IPERS)**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	1	0	8.33%	12.50%
Female	11	7	4	91.67%	87.50%
Non-Minority	11	7	4	91.67%	87.50%
Minority	1	1	0	8.33%	12.50%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>12</b>	<b>8</b>	<b>4</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**572-Public Employment Relations Board (PERB)**

**PERB Workforce Composition**

**End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	4	4	0	40.00%	40.00%
Female	6	6	0	60.00%	60.00%
Non-Minority	10	10	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	8	8	0	80.00%	80.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	2	2	0	20.00%	20.00%
<b>TOTALS</b>	<b>10</b>	<b>10</b>	<b>0</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	2	0	66.67%	66.67%
Female	1	1	0	33.33%	33.33%
Non-Minority	3	3	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>3</b>	<b>0</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	2	0	40.00%	40.00%
Female	3	3	0	60.00%	60.00%
Non-Minority	5	5	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>5</b>	<b>5</b>	<b>0</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**572-Public Employment Relations Board (PERB)**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	2	2	0	100.00%	100.00%
Non-Minority	2	2	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>2</b>	<b>2</b>	<b>0</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 582-Public Defense

### Iowa Department of Public Defense Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	221	231	-10	79.78%	79.66%
Female	56	59	-3	20.22%	20.34%
Non-Minority	255	268	-13	92.06%	92.41%
Minority	15	15	0	5.42%	5.17%
Unknown (Minority)	7	7	0	2.53%	2.41%
Non-PWD	250	260	-10	90.25%	89.66%
PWD	8	9	-1	2.89%	3.10%
Unknown (PWD)	19	21	-2	6.86%	7.24%
<b>TOTALS</b>	<b>277</b>	<b>290</b>	<b>-13</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	18	13	5	66.67%	81.25%
Female	9	3	6	33.33%	18.75%
Non-Minority	23	15	8	85.19%	93.75%
Minority	3	1	2	11.11%	6.25%
Unknown	1	0	1	3.70%	0.00%
<b>TOTALS</b>	<b>27</b>	<b>16</b>	<b>11</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	32	38	-6	74.42%	61.29%
Female	11	24	-13	25.58%	38.71%
Non-Minority	38	53	-15	88.37%	85.48%
Minority	1	3	-2	2.33%	4.84%
Unknown	4	6	-2	9.30%	9.68%
<b>TOTALS</b>	<b>43</b>	<b>62</b>	<b>-19</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	3	0	60.00%	37.50%
Female	2	5	-3	40.00%	62.50%
Non-Minority	5	8	-3	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>5</b>	<b>8</b>	<b>-3</b>		

### 582-Public Defense

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	88	101	-13	95.65%	96.19%
Female	4	4	0	4.35%	3.81%
Non-Minority	84	97	-13	91.30%	92.38%
Minority	8	8	0	8.70%	7.62%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>92</b>	<b>105</b>	<b>-13</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	4	2	2	22.22%	18.18%
Female	14	9	5	77.78%	81.82%
Non-Minority	17	11	6	94.44%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	0	1	5.56%	0.00%
<b>TOTALS</b>	<b>18</b>	<b>11</b>	<b>7</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	63	61	2	96.92%	96.83%
Female	2	2	0	3.08%	3.17%
Non-Minority	64	62	2	98.46%	98.41%
Minority	1	1	0	1.54%	1.59%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>65</b>	<b>63</b>	<b>2</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	13	13	0	48.15%	52.00%
Female	14	12	2	51.85%	48.00%
Non-Minority	24	22	2	88.89%	88.00%
Minority	2	2	0	7.41%	8.00%
Unknown	1	1	0	3.70%	4.00%
<b>TOTALS</b>	<b>27</b>	<b>25</b>	<b>2</b>		

**583-Homeland Security and Emergency Management**

**Iowa Department of Homeland Security Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	66	80	-14	58.93%	62.02%
Female	46	49	-3	41.07%	37.98%
Non-Minority	103	119	-16	91.96%	92.25%
Minority	6	6	0	5.36%	4.65%
Unknown (Minority)	3	4	-1	2.68%	3.10%
Non-PWD	104	121	-17	92.86%	93.80%
PWD	4	4	0	3.57%	3.10%
Unknown (PWD)	4	4	0	3.57%	3.10%
<b>TOTALS</b>	<b>112</b>	<b>129</b>	<b>-17</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	53	10	43	62.35%	62.50%
Female	32	6	26	37.65%	37.50%
Non-Minority	77	11	66	90.59%	68.75%
Minority	5	1	4	5.88%	6.25%
Unknown	3	4	-1	3.53%	25.00%
<b>TOTALS</b>	<b>85</b>	<b>16</b>	<b>69</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	12	69	-57	52.17%	62.16%
Female	11	42	-31	47.83%	37.84%
Non-Minority	22	106	-84	95.65%	95.50%
Minority	1	5	-4	4.35%	4.50%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>23</b>	<b>111</b>	<b>-88</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	1	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

**583-Homeland Security and Emergency Management**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	3	1	2	100.00%	100.00%
Non-Minority	3	1	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>1</b>	<b>2</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**588-Public Health**

**Iowa Department of Public Health Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	111	108	3	28.32%	26.41%
Female	281	301	-20	71.68%	73.59%
Non-Minority	356	375	-19	90.82%	91.69%
Minority	32	30	2	8.16%	7.33%
Unknown (Minority)	4	4	0	1.02%	0.98%
Non-PWD	353	367	-14	90.05%	89.73%
PWD	23	25	-2	5.87%	6.11%
Unknown (PWD)	16	17	-1	4.08%	4.16%
<b>TOTALS</b>	<b>392</b>	<b>409</b>	<b>-17</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	43	26	17	37.39%	28.26%
Female	72	66	6	62.61%	71.74%
Non-Minority	110	87	23	95.65%	94.57%
Minority	4	3	1	3.48%	3.26%
Unknown	1	2	-1	0.87%	2.17%
<b>TOTALS</b>	<b>115</b>	<b>92</b>	<b>23</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	56	72	-16	29.17%	29.39%
Female	136	173	-37	70.83%	70.61%
Non-Minority	177	226	-49	92.19%	92.24%
Minority	14	17	-3	7.29%	6.94%
Unknown	1	2	-1	0.52%	0.82%
<b>TOTALS</b>	<b>192</b>	<b>245</b>	<b>-53</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	2	3	-1	66.67%	25.00%
Female	1	9	-8	33.33%	75.00%
Non-Minority	3	10	-7	100.00%	83.33%
Minority	0	2	-2	0.00%	16.67%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>12</b>	<b>-9</b>		



**588-Public Health**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	1	-1	0.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	10	6	4	12.20%	10.17%
Female	72	53	19	87.80%	89.83%
Non-Minority	66	51	15	80.49%	86.44%
Minority	14	8	6	17.07%	13.56%
Unknown	2	0	2	2.44%	0.00%
<b>TOTALS</b>	<b>82</b>	<b>59</b>	<b>23</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**592-Public Information Board<sup>4</sup>**

**Iowa Public Information Board Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	0	1	33.33%	N/A
Female	2	0	2	66.67%	N/A
Non-Minority	2	0	2	66.67%	N/A
Minority	1	0	1	33.33%	N/A
Unknown (Minority)	0	0	0	0.00%	N/A
Non-PWD	3	0	3	100.00%	N/A
PWD	0	0	0	0.00%	N/A
Unknown (PWD)	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>3</b>	<b>0</b>	<b>3</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	0	1	100.00%	N/A
Female	0	0	0	0.00%	N/A
Non-Minority	1	0	1	100.00%	N/A
Minority	0	0	0	0.00%	N/A
Unknown	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>1</b>	<b>0</b>	<b>1</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	N/A
Female	1	0	1	100.00%	N/A
Non-Minority	0	0	0	0.00%	N/A
Minority	1	0	1	100.00%	N/A
Unknown	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>1</b>	<b>0</b>	<b>1</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	N/A
Female	0	0	0	0.00%	N/A
Non-Minority	0	0	0	0.00%	N/A
Minority	0	0	0	0.00%	N/A
Unknown	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<sup>4</sup> The Iowa Public Information Board was created in FY 2014.

**592-Iowa Public Information Board**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	N/A
Female	0	0	0	0.00%	N/A
Non-Minority	0	0	0	0.00%	N/A
Minority	0	0	0	0.00%	N/A
Unknown	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	N/A
Female	1	0	1	100.00%	N/A
Non-Minority	1	0	1	100.00%	N/A
Minority	0	0	0	0.00%	N/A
Unknown	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>1</b>	<b>0</b>	<b>1</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	N/A
Female	0	0	0	0.00%	N/A
Non-Minority	0	0	0	0.00%	N/A
Minority	0	0	0	0.00%	N/A
Unknown	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	N/A
Female	0	0	0	0.00%	N/A
Non-Minority	0	0	0	0.00%	N/A
Minority	0	0	0	0.00%	N/A
Unknown	0	0	0	0.00%	N/A
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**595-Public Safety**

**Iowa Department of Public Safety Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	681	695	-14	78.91%	78.53%
Female	182	190	-8	21.09%	21.47%
Non-Minority	828	853	-25	95.94%	96.38%
Minority	28	26	2	3.24%	2.94%
Unknown (Minority)	7	6	1	0.81%	0.68%
Non-PWD	785	796	-11	90.96%	89.94%
PWD	18	22	-4	2.09%	2.49%
Unknown (PWD)	60	67	-7	6.95%	7.57%
<b>TOTALS</b>	<b>863</b>	<b>885</b>	<b>-22</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	52	33	19	75.36%	71.74%
Female	17	13	4	24.64%	28.26%
Non-Minority	66	46	20	95.65%	100.00%
Minority	2	0	2	2.90%	0.00%
Unknown	1	0	1	1.45%	0.00%
<b>TOTALS</b>	<b>69</b>	<b>46</b>	<b>23</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	28	58	-30	65.12%	56.31%
Female	15	45	-30	34.88%	43.69%
Non-Minority	35	88	-53	81.40%	85.44%
Minority	6	12	-6	13.95%	11.65%
Unknown	2	3	-1	4.65%	2.91%
<b>TOTALS</b>	<b>43</b>	<b>103</b>	<b>-60</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	29	25	4	55.77%	71.43%
Female	23	10	13	44.23%	28.57%
Non-Minority	48	34	14	92.31%	97.14%
Minority	4	1	3	7.69%	2.86%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>52</b>	<b>35</b>	<b>17</b>		

**595-Public Safety**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	539	551	-12	93.25%	92.92%
Female	39	42	-3	6.75%	7.08%
Non-Minority	561	578	-17	97.06%	97.47%
Minority	13	12	1	2.25%	2.02%
Unknown	4	3	1	0.69%	0.51%
<b>TOTALS</b>	<b>578</b>	<b>593</b>	<b>-15</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	26	22	4	22.81%	21.57%
Female	88	80	8	77.19%	78.43%
Non-Minority	112	102	10	98.25%	100.00%
Minority	2	0	2	1.75%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>114</b>	<b>102</b>	<b>12</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	7	6	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	6	5	1	85.71%	83.33%
Minority	1	1	0	14.29%	16.67%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>7</b>	<b>6</b>	<b>1</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**625-Revenue**

**Iowa Department of Revenue Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	110	110	0	39.01%	39.15%
Female	172	171	1	60.99%	60.85%
Non-Minority	224	224	0	79.43%	79.72%
Minority	38	34	4	13.48%	12.10%
Unknown (Minority)	20	23	-3	7.09%	8.19%
Non-PWD	233	226	7	82.62%	80.43%
PWD	21	21	0	7.45%	7.47%
Unknown (PWD)	28	34	-6	9.93%	12.10%
<b>TOTALS</b>	<b>282</b>	<b>281</b>	<b>1</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	80	24	56	43.01%	52.17%
Female	106	22	84	56.99%	47.83%
Non-Minority	156	42	114	83.87%	91.30%
Minority	18	2	16	9.68%	4.35%
Unknown	12	2	10	6.45%	4.35%
<b>TOTALS</b>	<b>186</b>	<b>46</b>	<b>140</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	26	82	-56	47.27%	42.71%
Female	29	110	-81	52.73%	57.29%
Non-Minority	41	152	-111	74.55%	79.17%
Minority	11	24	-13	20.00%	12.50%
Unknown	3	16	-13	5.45%	8.33%
<b>TOTALS</b>	<b>55</b>	<b>192</b>	<b>-137</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	3	-3	0.00%	100.00%
Non-Minority	0	3	-3	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>3</b>	<b>-3</b>		

**625-Revenue**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	3	3	0	7.50%	7.69%
Female	37	36	1	92.50%	92.31%
Non-Minority	27	27	0	67.50%	69.23%
Minority	9	8	1	22.50%	20.51%
Unknown	4	4	0	10.00%	10.26%
<b>TOTALS</b>	<b>40</b>	<b>39</b>	<b>1</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	1	0	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	100.00%	100.00%
<b>TOTALS</b>	<b>1</b>	<b>1</b>	<b>0</b>		

## 627-Lottery

### Iowa Lottery Workforce Composition

#### End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	64	66	-2	60.95%	61.68%
Female	41	41	0	39.05%	38.32%
Non-Minority	101	103	-2	96.19%	96.26%
Minority	4	4	0	3.81%	3.74%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	97	99	-2	92.38%	92.52%
PWD	7	6	1	6.67%	5.61%
Unknown (PWD)	1	2	-1	0.95%	1.87%
<b>TOTALS</b>	<b>105</b>	<b>107</b>	<b>-2</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	13	12	1	52.00%	60.00%
Female	12	8	4	48.00%	40.00%
Non-Minority	24	20	4	96.00%	100.00%
Minority	1	0	1	4.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>25</b>	<b>20</b>	<b>5</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	8	44	-36	50.00%	69.84%
Female	8	19	-11	50.00%	30.16%
Non-Minority	16	62	-46	100.00%	98.41%
Minority	0	1	-1	0.00%	1.59%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>16</b>	<b>63</b>	<b>-47</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	1	-1	0.00%	16.67%
Female	0	5	-5	0.00%	83.33%
Non-Minority	0	6	-6	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>6</b>	<b>-6</b>		



**627-Lottery**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	40	6	34	65.57%	40.00%
Female	21	9	12	34.43%	60.00%
Non-Minority	59	13	46	96.72%	86.67%
Minority	2	2	0	3.28%	13.33%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>61</b>	<b>15</b>	<b>46</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	0	1	100.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	0	1	100.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>1</b>	<b>0</b>	<b>1</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	2	3	-1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	1	2	-1	50.00%	66.67%
Minority	1	1	0	50.00%	33.33%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>2</b>	<b>3</b>	<b>-1</b>		

635-Secretary of State

Secretary of State Workforce Composition

End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	6	7	-1	26.09%	30.43%
Female	17	16	1	73.91%	69.57%
Non-Minority	17	19	-2	73.91%	82.61%
Minority	2	1	1	8.70%	4.35%
Unknown (Minority)	4	3	1	17.39%	13.04%
Non-PWD	20	20	0	86.96%	86.96%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	3	3	0	13.04%	13.04%
<b>TOTALS</b>	<b>23</b>	<b>23</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	3	0	42.86%	37.50%
Female	4	5	-1	57.14%	62.50%
Non-Minority	6	7	-1	85.71%	87.50%
Minority	0	0	0	0.00%	0.00%
Unknown	1	1	0	14.29%	12.50%
<b>TOTALS</b>	<b>7</b>	<b>8</b>	<b>-1</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	3	0	50.00%	37.50%
Female	3	5	-2	50.00%	62.50%
Non-Minority	5	6	-1	83.33%	75.00%
Minority	0	0	0	0.00%	0.00%
Unknown	1	2	-1	16.67%	25.00%
<b>TOTALS</b>	<b>6</b>	<b>8</b>	<b>-2</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

635-Secretary of State

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	1	-1	0.00%	14.29%
Female	10	6	4	100.00%	85.71%
Non-Minority	6	6	0	60.00%	85.71%
Minority	2	1	1	20.00%	14.29%
Unknown	2	0	2	20.00%	0.00%
<b>TOTALS</b>	<b>10</b>	<b>7</b>	<b>3</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 645-Transportation

### Iowa Department of Transportation Workforce Composition End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	2,061	2,079	-18	76.16%	75.96%
Female	645	658	-13	23.84%	24.04%
Non-Minority	2,577	2,605	-28	95.23%	95.18%
Minority	120	124	-4	4.43%	4.53%
Unknown (Minority)	9	8	1	0.33%	0.29%
Non-PWD	1,905	1,959	-54	70.40%	71.57%
PWD	117	129	-12	4.32%	4.71%
Unknown (PWD)	684	649	35	25.28%	23.71%
<b>TOTALS</b>	<b>2,706</b>	<b>2,737</b>	<b>-31</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	168	127	41	63.88%	70.17%
Female	95	54	41	36.12%	29.83%
Non-Minority	253	172	81	96.20%	95.03%
Minority	10	9	1	3.80%	4.97%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>263</b>	<b>181</b>	<b>82</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	303	327	-24	71.13%	61.58%
Female	123	204	-81	28.87%	38.42%
Non-Minority	394	495	-101	92.49%	93.22%
Minority	28	31	-3	6.57%	5.84%
Unknown	4	5	-1	0.94%	0.94%
<b>TOTALS</b>	<b>426</b>	<b>531</b>	<b>-105</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	193	354	-161	82.13%	75.00%
Female	42	118	-76	17.87%	25.00%
Non-Minority	221	451	-230	94.04%	95.55%
Minority	13	21	-8	5.53%	4.45%
Unknown	1	0	1	0.43%	0.00%
<b>TOTALS</b>	<b>235</b>	<b>472</b>	<b>-237</b>		

### 645-Transportation

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	103	103	0	91.15%	90.35%
Female	10	11	-1	8.85%	9.65%
Non-Minority	109	110	-1	96.46%	96.49%
Minority	4	4	0	3.54%	3.51%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>113</b>	<b>114</b>	<b>-1</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	40	27	13	11.17%	10.23%
Female	318	237	81	88.83%	89.77%
Non-Minority	340	248	92	94.97%	93.94%
Minority	18	15	3	5.03%	5.68%
Unknown	0	1	-1	0.00%	0.38%
<b>TOTALS</b>	<b>358</b>	<b>264</b>	<b>94</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1,179	1,127	52	97.36%	97.66%
Female	32	27	5	2.64%	2.34%
Non-Minority	1,164	1,111	53	96.12%	96.27%
Minority	43	41	2	3.55%	3.55%
Unknown	4	2	2	0.33%	0.17%
<b>TOTALS</b>	<b>1,211</b>	<b>1,154</b>	<b>57</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	75	14	61	75.00%	66.67%
Female	25	7	18	25.00%	33.33%
Non-Minority	96	18	78	96.00%	85.71%
Minority	4	3	1	4.00%	14.29%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>100</b>	<b>21</b>	<b>79</b>		

655-Treasurer

Treasurer of State Workforce Composition

End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	5	5	0	20.00%	20.00%
Female	20	20	0	80.00%	80.00%
Non-Minority	24	24	0	96.00%	96.00%
Minority	1	1	0	4.00%	4.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	25	25	0	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>25</b>	<b>25</b>	<b>0</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	3	1	2	27.27%	16.67%
Female	8	5	3	72.73%	83.33%
Non-Minority	11	6	5	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>11</b>	<b>6</b>	<b>5</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1	4	-3	33.33%	25.00%
Female	2	12	-10	66.67%	75.00%
Non-Minority	2	15	-13	66.67%	93.75%
Minority	1	1	0	33.33%	6.25%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>16</b>	<b>-13</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	1	-1	0.00%	100.00%
Non-Minority	0	1	-1	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>-1</b>		

655-Treasurer

4. PROTECTIVE SERVICE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

6. ADMINISTRATIVE SUPPORT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	1	0	1	9.09%	0.00%
Female	10	2	8	90.91%	100.00%
Non-Minority	11	2	9	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>11</b>	<b>2</b>	<b>9</b>		

7. SKILLED CRAFT	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

8. SERVICE/MAINTENANCE	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**670-Veteran's Affairs**

**Iowa Department of Veteran's Affairs Workforce Composition  
End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category**

<b>Total Agency</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	8	7	1	61.54%	58.33%
Female	5	5	0	38.46%	41.67%
Non-Minority	13	12	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown (Minority)	0	0	0	0.00%	0.00%
Non-PWD	13	12	1	100.00%	100.00%
PWD	0	0	0	0.00%	0.00%
Unknown (PWD)	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>13</b>	<b>12</b>	<b>1</b>		

<b>1. OFFICIAL/ADMINISTRATOR</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	4	2	2	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	4	2	2	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>4</b>	<b>2</b>	<b>2</b>		

<b>2. PROFESSIONAL</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	2	-2	0.00%	33.33%
Female	0	4	-4	0.00%	66.67%
Non-Minority	0	6	-6	0.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>6</b>	<b>-6</b>		

<b>3. TECHNICIAN</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		



**670-Veteran's Affairs**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	1	1	0	16.67%	50.00%
Female	5	1	4	83.33%	50.00%
Non-Minority	6	2	4	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>6</b>	<b>2</b>	<b>4</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	3	2	1	100.00%	100.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	3	2	1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>3</b>	<b>2</b>	<b>1</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	0	0	0	0.00%	0.00%
Female	0	0	0	0.00%	0.00%
Non-Minority	0	0	0	0.00%	0.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>		

## 671-Veteran's Home

### Iowa Veteran's Home Workforce Composition

#### End of FY 2013 to End of FY 2014 Comparison for Total Agency and by EEO Category

Total Agency	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	160	157	3	20.33%	20.31%
Female	627	616	11	79.67%	79.69%
Non-Minority	736	720	16	93.52%	93.14%
Minority	48	49	-1	6.10%	6.34%
Unknown (Minority)	3	4	-1	0.38%	0.52%
Non-PWD	734	713	21	93.27%	92.24%
PWD	24	30	-6	3.05%	3.88%
Unknown (PWD)	29	30	-1	3.68%	3.88%
<b>TOTALS</b>	<b>787</b>	<b>773</b>	<b>14</b>		

1. OFFICIAL/ADMINISTRATOR	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	11	8	3	40.74%	47.06%
Female	16	9	7	59.26%	52.94%
Non-Minority	27	17	10	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>27</b>	<b>17</b>	<b>10</b>		

2. PROFESSIONAL	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	33	35	-2	19.41%	18.72%
Female	137	152	-15	80.59%	81.28%
Non-Minority	165	180	-15	97.06%	96.26%
Minority	5	7	-2	2.94%	3.74%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>170</b>	<b>187</b>	<b>-17</b>		

3. TECHNICIAN	June '14	June '13	Net Change	As a % of Agency Workforce	
				June '14	June '13
Male	12	14	-2	12.63%	13.86%
Female	83	87	-4	87.37%	86.14%
Non-Minority	91	95	-4	95.79%	94.06%
Minority	4	6	-2	4.21%	5.94%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>95</b>	<b>101</b>	<b>-6</b>		

**671-Veteran's Home**

<b>4. PROTECTIVE SERVICE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	5	5	0	83.33%	83.33%
Female	1	1	0	16.67%	16.67%
Non-Minority	6	6	0	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>6</b>	<b>6</b>	<b>0</b>		

<b>6. ADMINISTRATIVE SUPPORT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	10	5	5	16.95%	13.16%
Female	49	33	16	83.05%	86.84%
Non-Minority	57	37	20	96.61%	97.37%
Minority	2	1	1	3.39%	2.63%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>59</b>	<b>38</b>	<b>21</b>		

<b>7. SKILLED CRAFT</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	21	22	-1	95.45%	95.65%
Female	1	1	0	4.55%	4.35%
Non-Minority	22	23	-1	100.00%	100.00%
Minority	0	0	0	0.00%	0.00%
Unknown	0	0	0	0.00%	0.00%
<b>TOTALS</b>	<b>22</b>	<b>23</b>	<b>-1</b>		

<b>8. SERVICE/MAINTENANCE</b>	<b>June '14</b>	<b>June '13</b>	<b>Net Change</b>	<b>As a % of Agency Workforce</b>	
				<b>June '14</b>	<b>June '13</b>
Male	68	68	0	16.67%	16.96%
Female	340	333	7	83.33%	83.04%
Non-Minority	368	362	6	90.20%	90.27%
Minority	37	35	2	9.07%	8.73%
Unknown	3	4	-1	0.74%	1.00%
<b>TOTALS</b>	<b>408</b>	<b>401</b>	<b>7</b>		

## **APPENDIX E:**

### **RESOURCES AND LINKS**

The following list of links and resources provide additional information regarding the State's diversity-related programs, DAS resources, and the executive branch departments.

#### **State of Iowa Home Page**

<http://www.iowa.gov/state/main/index.html>

#### **Iowa Code, Chapter 19B**

<https://www.legis.iowa.gov/docs/ico/code/19b.pdf>

#### **Iowa Administrative Code**

The Department of Administrative Services' primary rule chapter is 11 of the Iowa Administrative Code.

<https://www.legis.iowa.gov/docs/aco/chapter/11.68.pdf>

#### **Performance & Development Solutions (PDS) Training Resources**

It is the mission of PDS to: *Provide performance development services that directly impact the ability of the State of Iowa to deliver expert, timely and cost effective programs and services.*

<http://learnatpds.iowa.gov/index.html>

#### **Equal Employment Opportunity Commission (EEOC) Home Page**

<http://www.eeoc.gov/>